

This is an explanation of how the Security Professional Education & Development (SPED) program is structured, its history, and its future. SPED is a training and certification program for the DoD security workforce that defines a clear career path and core curriculum for the development of DoD security professionals.

Individuals can become certified at two levels *across* all four core security disciplines as either a Certified Defense Security Professional (CDSP), or Executive CDSP. Alternately, *individual* specialty certifications also exist for certification within one or more of those disciplines. There is a comprehensive suite of courseware available (or under development) to support professional development and these six formal certifications.

In the following SPED program demonstration, we will explore all options available, as well as the prerequisites and other requirements of the program.



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1st...

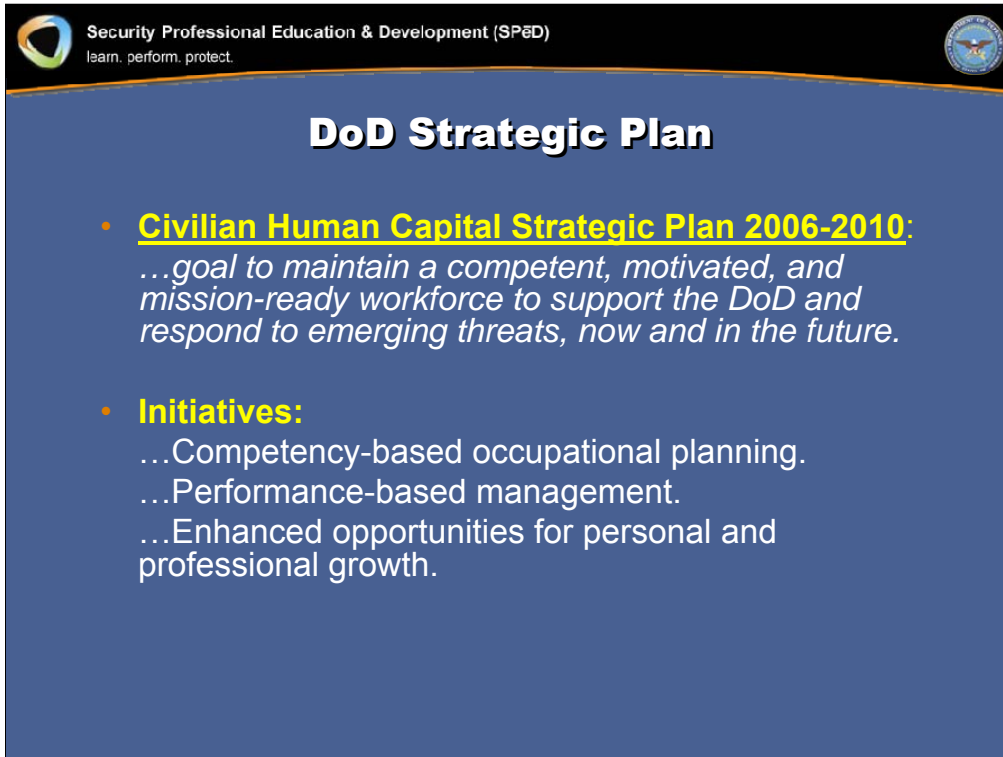
The SPeD initiative ...

Supports The President's Management Agenda...Initiative #1: *Strategic Management of Human Capital*
...as well as the
DoD Civilian Human Capital Strategic Plan 2006-2010



GETTING TO GREEN
IMPROVING GOVERNMENT PERFORMANCE

SPeD supports The President's Management Agenda, Initiative #1...Strategic Management of Human Capital. This is most commonly identified as "getting to green" when evaluating government agency performance. It also supports the DoD Civilian Human Capital Strategic Plan for 2006-2010.



The slide features a dark blue background with a black header bar. The header bar contains the 'Security Professional Education & Development (SPeD)' logo on the left, which includes a stylized 'S' and the tagline 'learn. perform. protect.' below it. On the right side of the header bar is the official seal of the Department of Defense. The main title 'DoD Strategic Plan' is centered in a large, bold, white font. Below the title, there are two main bullet points in yellow. The first bullet point is 'Civilian Human Capital Strategic Plan 2006-2010:', followed by a descriptive sentence in white italicized font. The second bullet point is 'Initiatives:', followed by three sub-points in white font.

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DoD Strategic Plan

- **Civilian Human Capital Strategic Plan 2006-2010:**
...goal to maintain a competent, motivated, and mission-ready workforce to support the DoD and respond to emerging threats, now and in the future.
- **Initiatives:**
 - ...Competency-based occupational planning.
 - ...Performance-based management.
 - ...Enhanced opportunities for personal and professional growth.

The Civilian Human Capital Strategic Plan 2006-2010 builds on the strength and commitment of the DoD civilian workforce, laying the foundation for seamless integration with the **Total Force** and accountability in a results-oriented performance-based environment. DoD's goal is to maintain a competent, motivated, and mission-ready workforce to support the Department of Defense and respond to emerging threats.

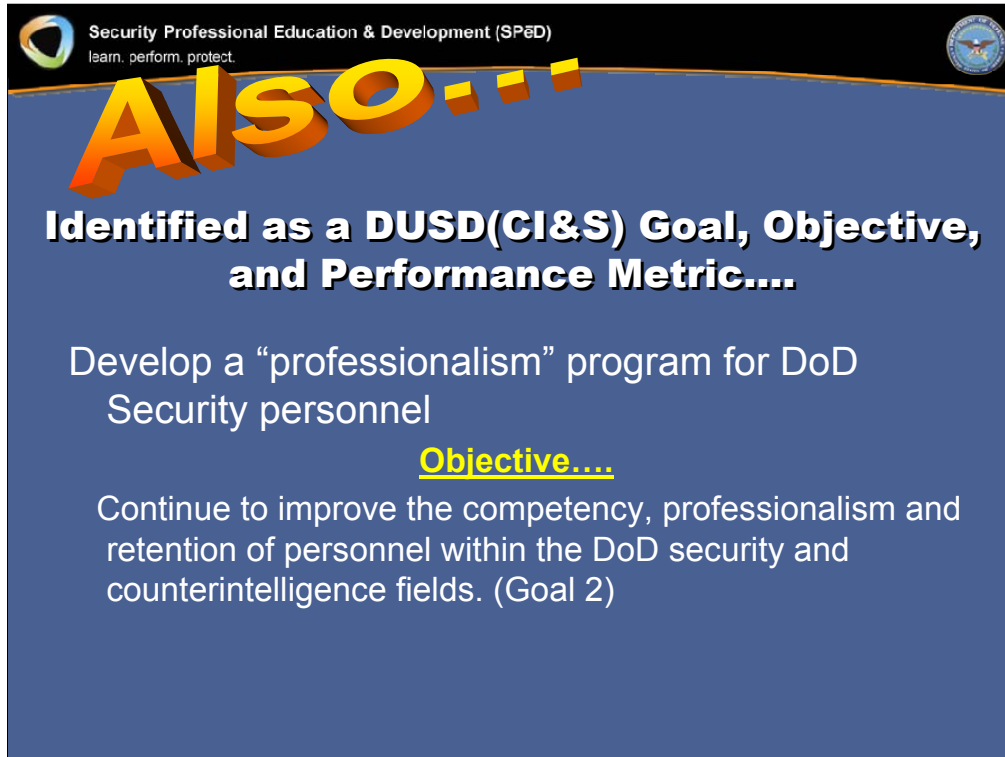
The strategy relies on three initiatives:

- Competency-based occupational planning
- Performance-based management
- Enhanced opportunities for personal and professional growth

The competency and occupational based system relies on common definitions of competencies and work across all DoD components. Leadership competencies will be a key piece of this framework.

Performance-based management relies on efforts to increase the effectiveness of the DoD workforce through clear linkage of individual performance objectives with the mission and goals of the Department. The result will be a mission-focused, results-oriented, and high-performing workforce that will have the capability to perform, as well as the direction, motivation, and focus to meet any challenge in achieving DoD's mission.

And lastly, to provide appropriate education, training, and development that will expand personal and professional growth.



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Also...

**Identified as a DUSD(CI&S) Goal, Objective,
and Performance Metric....**

Develop a “professionalism” program for DoD
Security personnel

Objective....


Continue to improve the competency, professionalism and
retention of personnel within the DoD security and
counterintelligence fields. (Goal 2)

Additionally, a strategic goal, objective and performance metric established for the Deputy Under Secretary for Defense, Counterintelligence and Security DUSD(CI&S) is the development of a professionalism program for DoD security personnel.


Goal: “A protected environment of human and technological countermeasures against current and future threats to DoD technology, information and operations.”

Objective: “Continue to improve the competency, professionalism and retention of personnel within the DoD security and counterintelligence fields.”

Key Performance measure: Develop a “professionalization” program for DoD security personnel.



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Mission Statement

sped will provide a career path for DoD security professionals to increase their knowledge and skill in the areas in which they **protect people, information, facilities, operations, and activities**. The initiative will provide courseware, mentors, instructors, and certification to foster growth, proficiency, and excellence in every participant.

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Exciting times for the DoD security workforce. Something long overdue and what the community has been asking for...

SPeD provides a structured career path for the DoD security professional.


The community is being offered numerous training venues that will increase their knowledge and skill levels across core disciplines. This training and certification pathway will educate the DoD security professional in areas in which they have been entrusted, to protect people, information, facilities, operations, and activities.

The SPeD initiative will provide best-of-breed and cutting-edge courseware, mentors, instructors, and certification to foster growth, proficiency, and excellence for every participant.

The ultimate result will be a better trained workforce of security practitioners that “learn, perform, and protect.”



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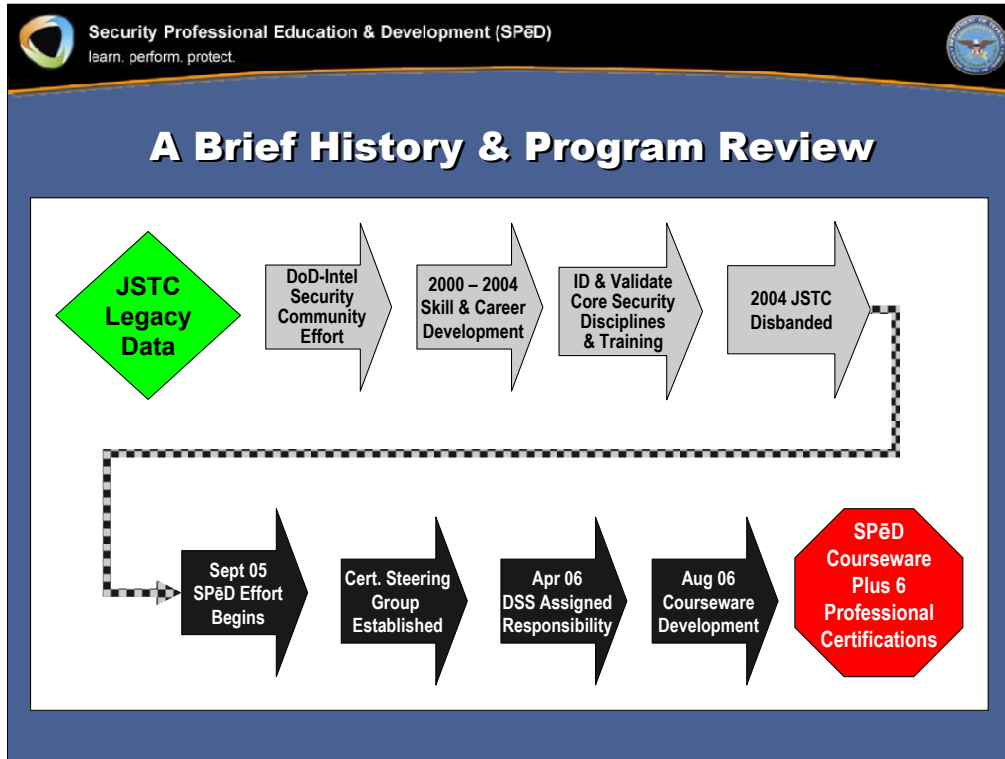
Objectives and Impact on DoD

<i>Train the Workforce</i>	<ul style="list-style-type: none">- Defines standards across disciplines- Trains & educates to established standards- Includes supervisor in career development (IDP)
<i>Certify the Workforce</i>	<ul style="list-style-type: none">- Improved Security posture- Foundation of a professional O80 workforce- "Raises the bar" for skills & competencies
<i>Sustain the Workforce</i>	<ul style="list-style-type: none">- Ensures cross-disciplinary development- Supports career & professional development- Focuses dedicated efforts to train & retain

There is a real need to “Train the Workforce” by standardizing SPeD skill standards, providing realistic, high-quality training, and including topics relevant to the security needs of today and the future. The supervisor will also find the SPeD program an ideal guide when developing employee Individual Development Plans (IDP).

A primary goal of SPeD is to “Certify the Workforce.” Today’s DoD high tempo operating environment demands trained, skilled and top performing security professionals.

The plan to “Sustain the Workforce” includes being well prepared to exceed the challenges and threats we will face in the future. SPeD focuses on the imperative that security professionals be provided with the skills and knowledge necessary to achieve specialty and multi-disciplinary training and certification.



How did SPeD evolve?

Our efforts today were built on the foundation research and studies conducted by the Joint Security Training Consortium (JSTC). JSTC was a coordinated and combined effort between the DoD and Intelligence security communities which focused on training and professional development.

The JSTC effort spanned four years, from 2000 to 2004. JSTC's purpose was to define skills and establish career development milestones for security practitioners in the DoD and Intelligence Community.

JSTC was tasked to identify and validate core security disciplines and available training recognized by the DoD and Intelligence security communities. The JSTC was also tasked with the following:

- Develop and implement core security training and professional development policy.
- Evaluate and construct a certification program.
- Enable cross-disciplinary certification.
- Evaluate core training and address gaps.

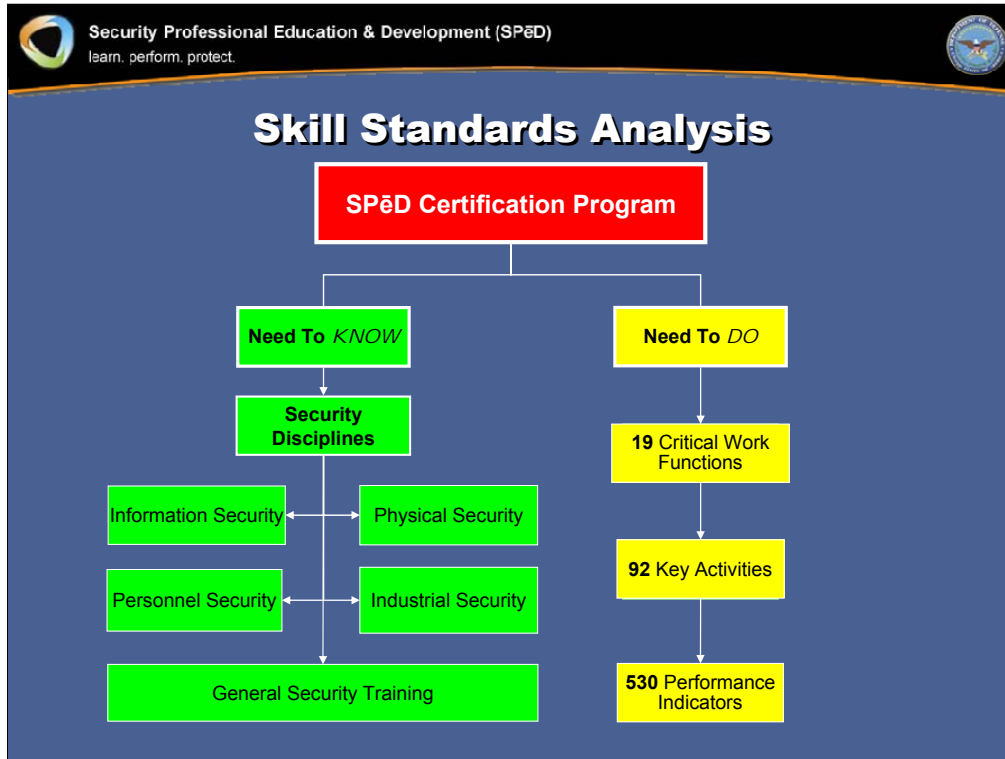
In 2004, the JSTC initiative ended and all efforts came to a halt as JSTC was disbanded.

In September 2005, the Director of Security, Deputy Under Secretary of Defense (Counterintelligence and Security) (ODUSD(CI&S)) invited representatives from the Defense Security Service (DSS), Security Education, Training and Awareness (SETA) directorate, to discuss a training and certification program for the DoD security workforce. At that time SETA was asked to facilitate efforts associated with this endeavor. The Security Professional Education and Development Program (SPeD) was born....picking up where JSTC left off.

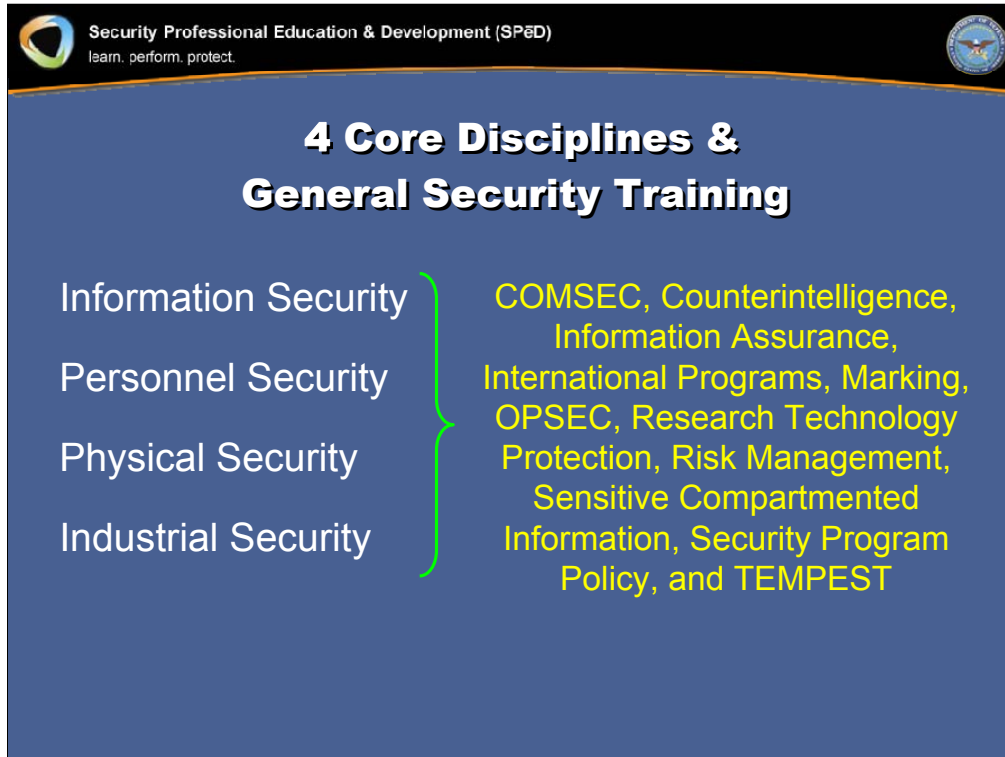
It was decided that for this effort to be successful, there needed to be community representation from the Military Services and DoD Agencies. The five member Certification Steering Group (CSG) was formed in September 2005, with senior security officials from the Air Force, Army, and Navy and two Defense Agencies. The CSG served as the decision making authority for SPeD direction and actions.

On 13 April 2006, DSS was assigned responsibility for establishing continuing education programs for DoD security professionals (e.g., SPeD) by the Director of Security, ODUSD(CI&S).

DSS, SETA working with community Subject Matter Experts (SMEs), PERSEREC and select research and course development vendors are now actively engaged in online courseware development and professional certifications for the DoD security professional. Let's look at the process and SPeD model.



Scientific research and analysis has been employed to ensure that only relevant, accurate information was used to draw conclusions. Experts in the security community established skill standards which reflect the current and future security needs of the Department of Defense. These have been vetted by a representative group of security professionals, both in the field, and on staff, to ensure that all appropriate elements of an effective security program have been captured. Further, a team led by a noted industrial psychologist has guided the efforts of security practitioners from across the DoD to scientifically capture real-time program requirements.




In addition to the 4 core security disciplines, there emerged a number of important security-related topics which appeared in the analysis of skill needs. These are listed in the right column, and where appropriate, they will be included in the curriculum at an appropriate level of complexity.


General security training courses are designed to provide specialized training in areas beyond the four core security disciplines. These include Communications Security (COMSEC), Counterintelligence (CI), Information Assurance (IA), International Programs, Marking, Operations Security (OPSEC), Research Technology Protection (RTP), Risk Management, Sensitive Compartmented Information (SCI), Security Program Policy, and TEMPEST.

This category of specialized training courses is available for individuals who seek additional information about the subject matter. In order to complete the curriculum for “Certified Defense Security Professional,” individuals must either complete the “General Security Training” courses, or test-out of them.

At some future date, some of these topics may emerge as specialty options to be pursued singularly under the SPeD umbrella. For now, if the topic was identified during the skill standards analysis performed by the security community leaders, it will be covered in SPeD courseware through a range of courses referred to hereafter as “General Security Training.”



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3 Levels of Complexity

Level 1 - Entry*: Knowledge & Awareness
Across Disciplines (DL^{**})

Level 2 - Skilled*: Simulated Application &
Decision Making (DL)

Level 3 - Expert*: Practical Application &
Decision Making (DL & IL^{***})

** NSPS Definitions*
*** Distance Learning*
**** Distance Learning & Instructor Led*

SPeD addresses the security education and professional development needs of individuals at 3 distinct levels in their career. Terms adopted to indicate these levels within SPeD are based on National Security Personnel System (NSPS) guidelines.

Level 1 is the entry level. Security professionals will be introduced to a broad range of security disciplines: information, personnel, physical, and industrial security. At this level, the focus is on awareness. In other words, *"Tell me."*

Level 2 is the skilled level; it covers the same practical areas found in the Entry level, but with a greater emphasis on application, decision making, and increased interaction. In other words, *"Show me."*

All courses for Levels 1 and 2 will be entirely on-line, using the DSS Academy's web-based training system: ENROL. This distance-learning approach will make sure the program is available to all DoD personnel, wherever they are in the world, at all times.

Level 3 training is for the most accomplished security professionals, through continued use of on-line courseware, plus facilitated classroom workshops using a scenario-based DoD security environment. In other words, *"Demonstrate it."*



Level 1:

Skill Standards - Individual is expected to:

- Scope of Work: *Performs task-level work* (associated with key activities) competently
- Scope of Authority: Work as a team member
- *Supervision Required*

In order to develop skill standards for the SPED training and certification program, it is necessary to agree upon the scope of work, authority, and supervision of individuals involved in the program.

For Level 1, individuals perform task-level work as security team members, and individuals must be supervised.



Level 2:

Skill Standards - Individual is expected to:

- Scope of Work: *Independently performs function* - or project-level work at full performance level
- Scope of Authority: Manage & mentor team members
- *Minimal Supervision Required*

In order to develop skill standards for the SPED training and certification program, it is necessary to agree upon the scope of work, authority, and supervision of individuals involved in the program.

For Level 2, individuals work independently and function at the full performance level. They are expected to manage and mentor security team members with minimal supervision.



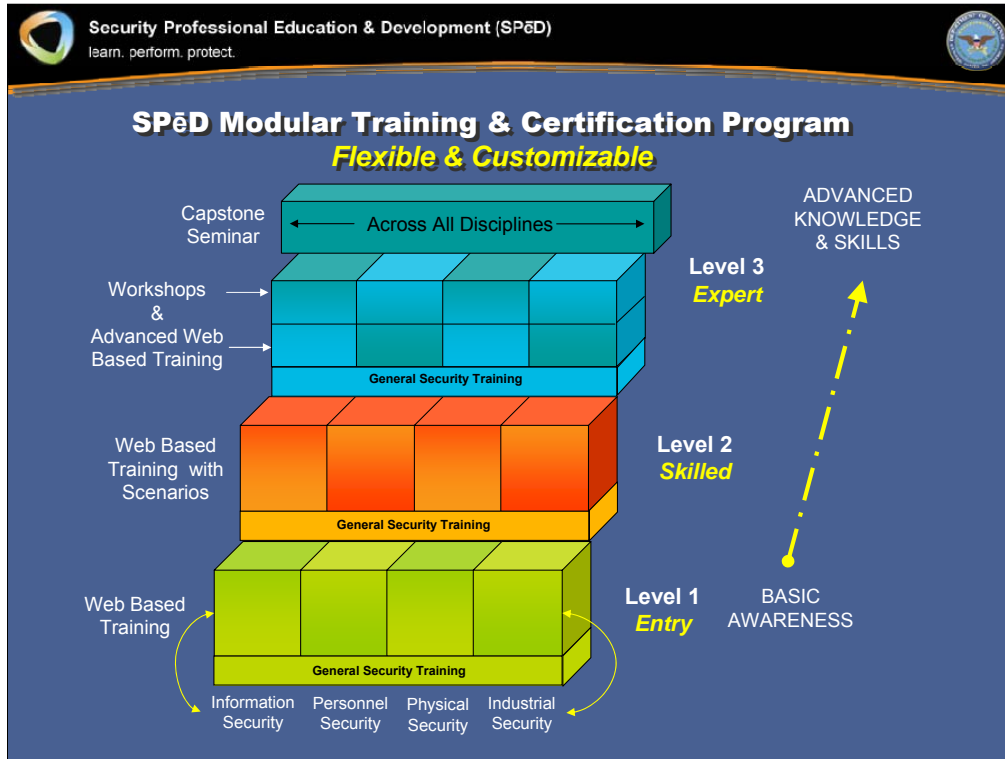
Level 3:

Skill Standards - Individual is expected to:

- Scope of Work: *Directs technical work* of others and perform work at the system level
- Scope of Authority: Serves as principal advisor, technical subject matter expert, and/or establish policy

In order to develop skill standards for the SPED training and certification program, it is necessary to agree upon the scope of work, authority, and supervision of individuals involved in the program.

For Level 3, individuals direct the technical work of others and function at the highest levels of the security system. They are principal advisors, subject matter experts, and often can be found in policy-making positions.

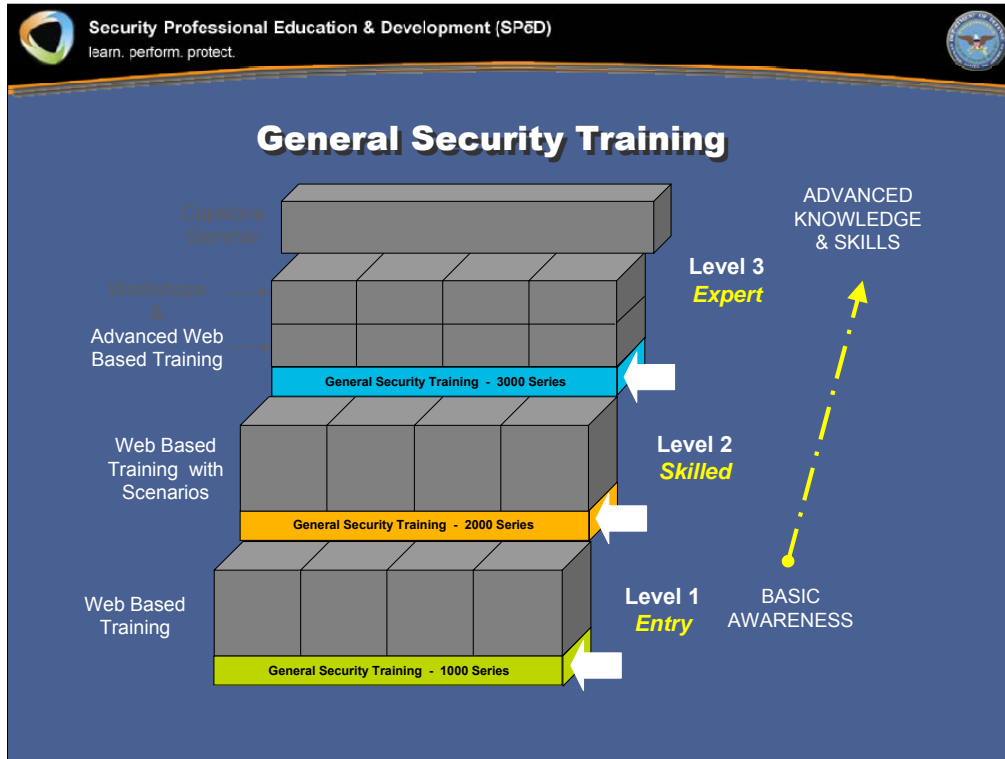


All courseware is available on-line, using the DSS Academy's Learning Management System (LMS), ENROL. This distance-learning approach will provide continuous availability, regardless of the learner's location or time of day. All that's required to begin training is a computer with an internet connection and an ENROL account. Courseware can be taken in any order for training. For certification, certain prerequisites may apply. In addition to the core security discipline courses, additional courses are provided at each level to cover general security topics such as Communications Security (COMSEC), Counterintelligence, Information Assurance (IA), Marking, Operations Security (OPSEC), Research Technology Protection (RTP), Risk Management, Sensitive Compartmented Information (SCI), Security Program Policy, and TEMPEST.

- Level 1 is the entry level for awareness & familiarization training. Security professionals will be introduced to the basic range of security disciplines: information, personnel, physical, and industrial security. General security training appropriate to this level is also included. Courseware is 1000 series.

- Level 2 is the skilled level; and although it covers the same subject areas found in the Entry level, there is a greater emphasis on application, decision making, and increased interaction. This web-based training is infused with realistic, scenario-rich, DoD simulated environments. General security training appropriate to this level is also included. Courseware is 2000 series.

- Level 3 is the expert level. At this level, each web-based training course is designed to support a facilitated resident workshop. Case studies and scenarios are introduced in the course, then examined and analyzed in depth during the workshop. General security training appropriate to this level is also included. Courseware is 3000 series.



In addition to the core security discipline courses, additional courses are provided at each level to cover general security topics such as Communications Security (COMSEC), Counterintelligence, Information Assurance (IA), International Programs, Marking, Operations Security (OPSEC), Research Technology Protection (RTP), Risk Management, Sensitive Compartmented Information (SCI), Security Program Policy, and TEMPEST.

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Level 1 (Entry)

Awareness Training

❶ Prerequisites None	❸ Testing May test out of individual courses or entire Level 1
❷ Courseware -One WBT course in each security discipline -Multiple General Security WBT courses	❹ Certification None

PREREQUISITES:

There are no prerequisites for individuals who wish to take web-based training courses at the awareness & familiarization level. Simply establish an account in DSS Academy's web-based training system, ENROL, and begin taking courses.

COURSEWARE:

There is one web-based training course for each of the four core security disciplines, Information Security, Personnel Security, Physical Security, and Industrial Security.

There are several web-based General Security Training courses. These include Communications Security (COMSEC), Counterintelligence (CI), Information Assurance (IA), International Programs, Marking, Operations Security (OPSEC), Research Technology Protection (RTP), Risk Management, Sensitive Compartmented Information (SCI), Security Program Policy, and TEMPEST.

Courses can be taken in any order. Upon successful completion of each course, a record of completion will be issued. The student will be able to print a certificate, and the completion will create an electronic record in the ENROL system of record.

TESTING:

Individuals who already possess experience or knowledge in a subject area may proceed directly to the exam. Successful completion of the exam will result in issuance of a record of completion, whether the courseware was actually taken or not. If a passing grade is not achieved, the applicant may examine the courseware, then retake the exam. There is an exam at the completion of each of the four core security discipline WBT courses, plus one at the completion of each General Security WBT course. Additionally, a comprehensive exam covering all subject matter within Level 1 is also available.

CERTIFICATION:

There is no certification at this level; however, a comprehensive exam covering all subject matter within Level 1 is available.

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Level 2 (Skilled)

Single Discipline Training

❶ Prerequisites None	❸ Testing May test out
❷ Courseware -Multiple WBT courses with scenarios -Multiple General Security WBT courses	❹ Certification None

PREREQUISITES:

There are no prerequisites for accessing Level 2 web-based training courses. Experienced or knowledgeable learners may enter the suite of courses at Level 2 if they desire. Level 2 courseware is designed with ready, rapid links back to Level 1 content for clarification, explanation, or reference when appropriate.

COURSEWARE:

There are multiple courses within each of the security disciplines at Level 2. The large volume of subject matter at the skilled level necessitates a focused approach for the major topic areas within each discipline. At this level, courses are designed to include appropriate scenario-based DoD security environments with high levels of learner interactivity, including decision-making and value-judgments with feedback. There are also several web-based General Security Training courses. These courses will be drawn from a pool of topics which include: Communications Security (COMSEC), Counterintelligence (CI), Information Assurance (IA), International Programs, Marking, Operations Security (OPSEC), Research Technology Protection (RTP), Risk Management, Sensitive Compartmented Information (SCI), Security Program Policy, and TEMPEST.

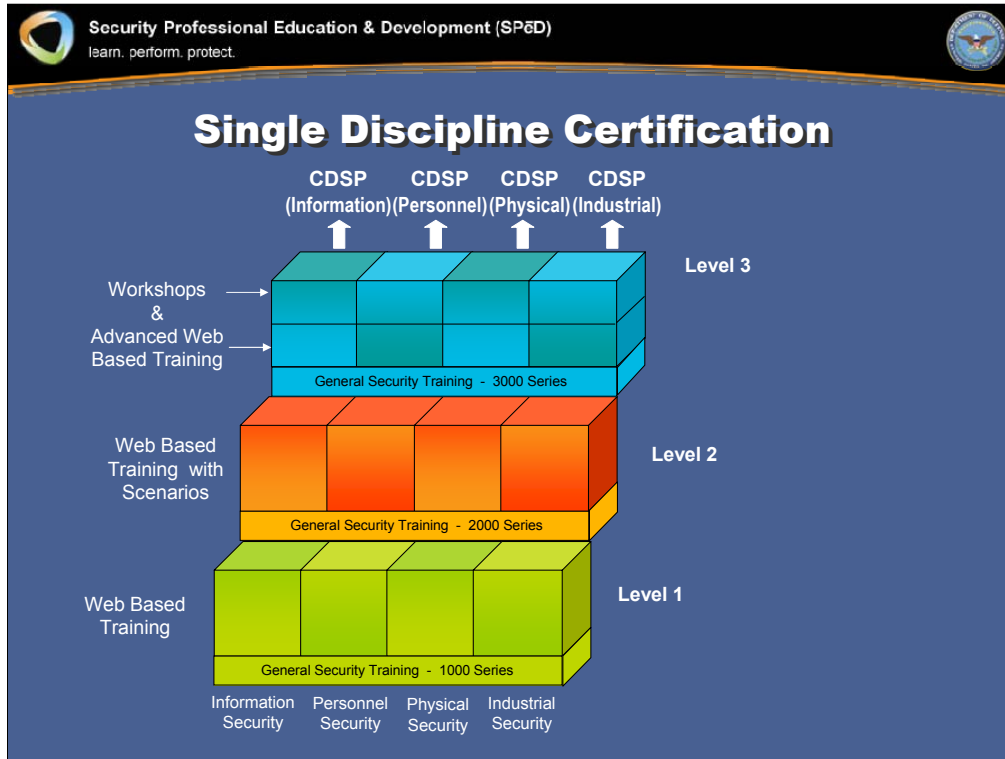
Upon successful completion of each course, a record of completion will be issued. Courses can be taken in any order. The student will be able to print a certificate, and the completion will create an electronic record in the ENROL system of record.

TESTING:

Individuals who already possess experience or knowledge in a subject area may wish to proceed directly to the test. Successful completion of the exam will result in issuance of a record of completion, whether the courseware was actually taken or not. If a passing grade is not achieved, the applicant will simply take the courseware, then retake the exam.

CERTIFICATION:

There is no certification for single disciplines at this level.



Opportunities for certification exist within each of the four core security disciplines; Information Security, Personnel Security, Physical Security, and Industrial Security. Individuals may pursue one or more of these vertical tracks, achieving certification through a combination of web-based training and resident workshops.

SPED certification is recognizable, quantifiable, and widely recognized as meeting the needs of the DoD security community.

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Level 3 (Expert)

Single Discipline Certification

<p>❶ Prerequisites</p> <ul style="list-style-type: none"> -Complete Level 2 single discipline WBT course -Complete Level 1 & 2 General Security WBT 	<p>❸ Testing</p> <p>May test out of any WBT course except Level 3 advanced WBT course</p>
<p>❷ Courseware</p> <ul style="list-style-type: none"> -Level 3 Gen Sec WBT -One Level 3 advanced WBT course -One resident workshop 	<p>❹ Certification</p> <p>CDSP in a single discipline</p> <p style="text-align: center; font-size: 1.2em;"><i>SILVER</i></p> <div style="text-align: right;"> </div>

PREREQUISITES:

Security specialists who aspire to certification as a specialist in one (or more) of the four core security disciplines will have to complete (or test out of) all of the Level 2 courses within that discipline, plus Level 1 and 2 General Security WBT courses.

COURSEWARE:

There is a series of general security training web-based training courses associated with Level 3 curriculum. These are required courses at Level 3.

There is one Level 3 advanced web-based training course associated with each of the four core security disciplines. This course is designed to provide the applicant with information, case study material, and scenario background information which will also be used during the resident workshop. The student will be able to print a certificate, and the completion will create an electronic record in the ENROL system of record.

The resident workshop will employ many blended training opportunities, which may include brainstorming, coaching, demonstration, DoD scenario environments, facilitation, field work, games, group discussion, individual & team practice sessions, mentoring, panel discussions, problem solving, publishing projects, role play, simulation, and student presentations.

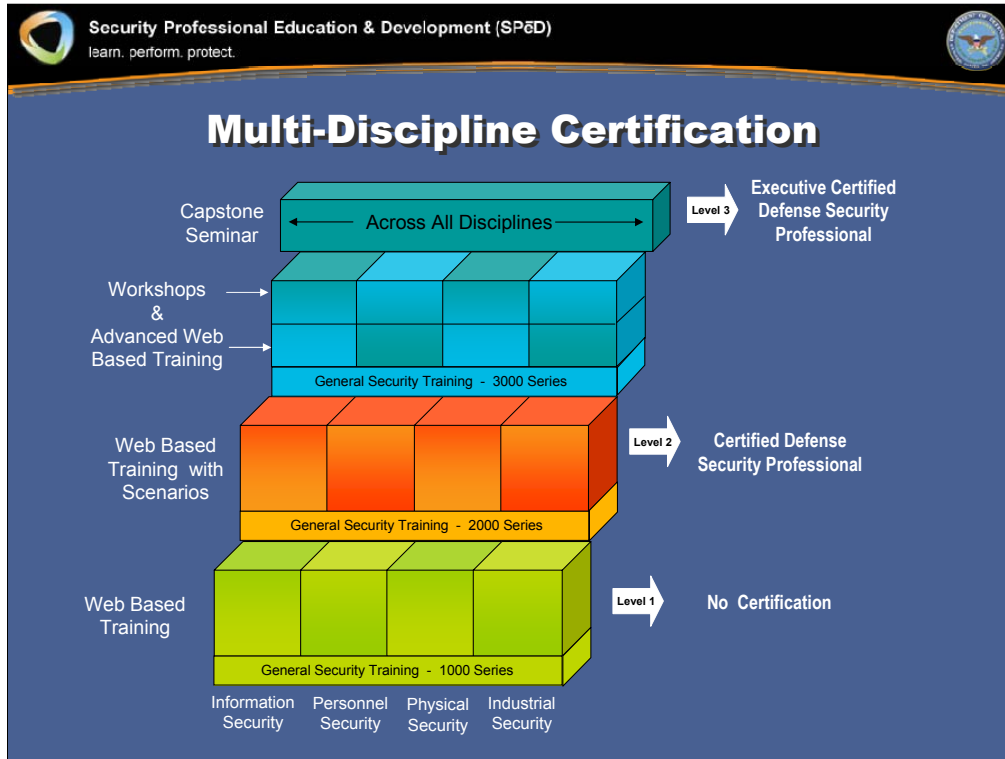
TESTING:

Individuals who already possess experience or knowledge in a subject area may proceed directly to the test for the Level 1 and 2 General Security Training or single discipline WBT courses; however, since the resident workshop relies heavily on the advanced web-based training course content, there is no test-out option for the Level 3 courseware when an individual is seeking certification as a CDSP (*Specialty*).

Successful completion of the exam will result in issuance of a record of completion, whether the courseware was actually taken or not. If a passing grade is not achieved, the applicant will simply take the courseware, then retake the exam.

CERTIFICATION:

Upon completion of Level 1 and 2 General Security WBT Courses, Level 2 single discipline WBT courses, Level 3 advanced WBT and resident workshop in a single discipline, the candidate will be certified as a CDSP (*Specialty*). Certificate emblem is Silver.



In order to broaden the knowledge base and cross-functionality of individuals whose duties span multiple security disciplines, two different certifications exist to support the needs of that population group.

At the skilled level, after completing coursework or demonstrating knowledge of the subject material, an individual may achieve certification as a Certified Defense Security Professional (CDSP). This signifies completion of a large body of coursework at a significant level of detail and complexity.

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Level 2 (Skilled)

Multi-Discipline Certification

<p>❶ Prerequisites Complete Level 1 & 2 General Security WBT</p>	<p>❸ Testing May test out of individual WBT courses</p>
<p>❷ Courseware Recommended: Completion of all Level 2 WBT courses</p>	<p>❹ Certification -Comprehensive Proctored Certification Exam (<i>Mandatory</i>) -CDSP <i>BRONZE</i></p>

PREREQUISITES:

Security specialists who aspire to multi-disciplinary certification at Level 2 will have to complete (or test out of) Level 1 and 2 General Security WBT courses.

Experienced or knowledgeable learners may enter the suite of courses at Level 2. Level 2 courseware is designed with ready, rapid links back to Level 1 content for clarification, explanation, or reference when appropriate.

COURSEWARE:

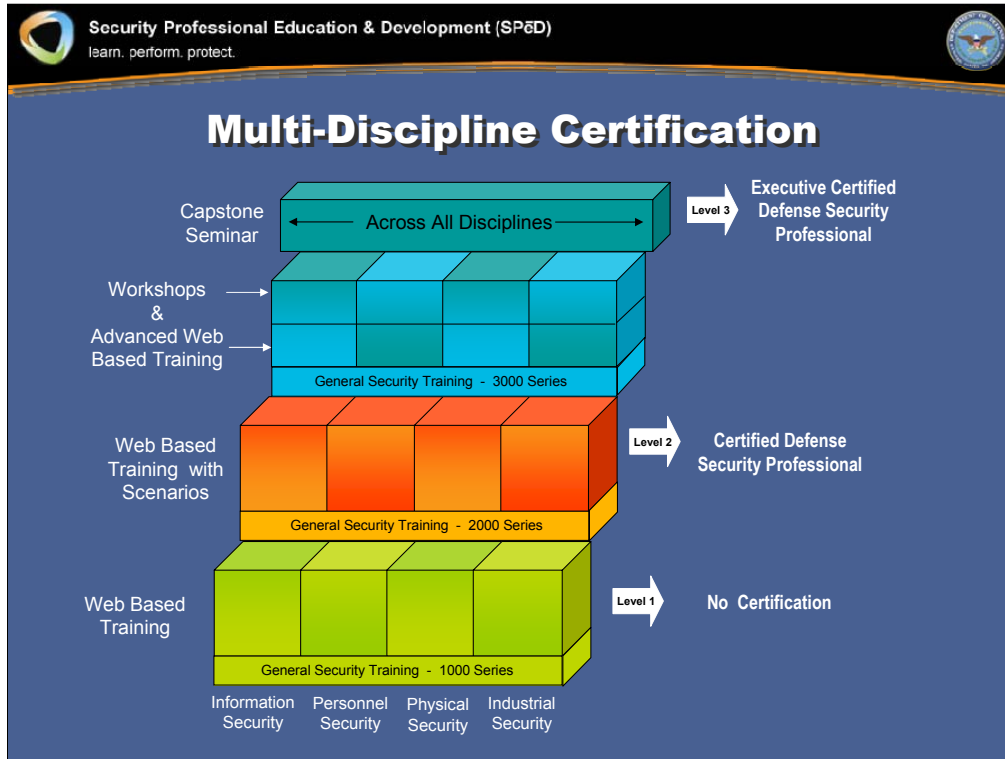
It is recommended that the individual pursuing certification across all four core security disciplines complete all Level 2 web-based training courses, although this is not a requirement. Courses can be taken in any order. The student will be able to print a certificate, and the completion will create an electronic record in the ENROL system of record.

TESTING:

Individuals who already possess experience or knowledge in a subject area may proceed directly to the test (test out option) of any WBT course. Successful completion of the exam will result in issuance of a record of completion, whether the courseware was actually taken or not. If a passing grade is not achieved, the applicant will simply take the courseware, then retake the exam.

CERTIFICATION:

The integrity of the certification program requires that the exam for Certified Defense Security Professional be proctored. This means that a proctoring agency or activity will be used to ensure that the exam is administered and taken in conformance with strict accreditation standards. Individuals may bypass all Level 2 courses and proceed directly to the proctored certification exam. This provision must be vetted through their supervisor. Certificate emblem is Bronze.



In order to broaden the knowledge base and cross-functionality of individuals whose duties span multiple security disciplines, two different certifications exist to support the needs of that population group.

Certification at the Executive CDSP level signifies the applicant's arrival at a career peak that requires great depth and complete mastery of the DoD security profession at the program level. The DoD Security Executive Development Seminar is a resident capstone course that brings together recognized experts in the security arena, using their knowledge to mentor and coach individuals aspiring to this advanced certification.

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Level 3 (Expert)

Multi-Discipline Certification

❶ Prerequisites -CDSP Certification -Completion of all Level 3 General Security and advanced WBT courses	❸ Testing May not test out of Level 3 advanced WBT courses
❷ Courseware Resident DoD Security Executive Development Seminar	❹ Certification Executive CDSP <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 10px;"> GOLD </div>

PREREQUISITES:

Before beginning Level 3 coursework, an applicant for Executive CDSP must first be a CDSP. Additionally, completion of all Level 3 general security training courses and advanced web-based training courses is required.

COURSEWARE:

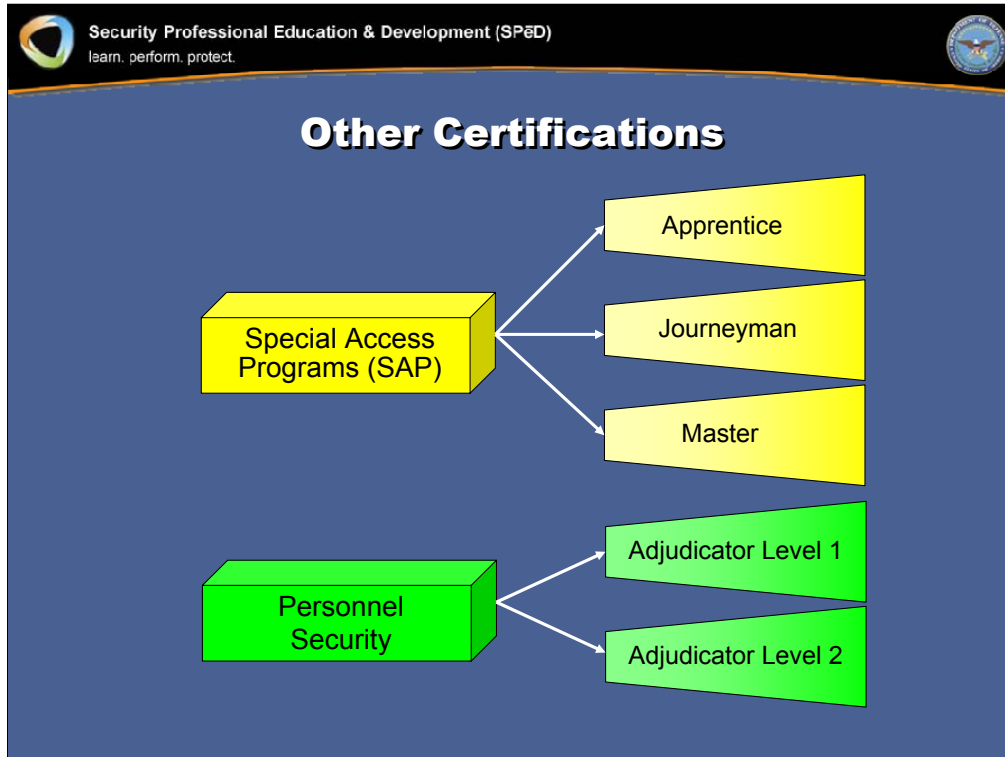
The capstone resident DoD Executive Development Seminar is required for certification. This seminar constitutes the best of the best, and incorporates guest presenters and distinguished speakers. Discussion groups, realistic simulated DoD security environments, combined with executive planning, projection, and strategy sessions illuminate what today's leader in security needs in order to succeed.

TESTING:

The test-out option is not available at this level.

CERTIFICATION:

The highest level of certification included in the SPED program is Executive Certified Defense Security Professional. Attainment of this certification is viewed as the pinnacle of one's career. Certificate emblem is Gold.



The Special Access Program (SAP) currently has a certification program at the Apprentice Level. This level is similar to SPēD Level 1. SAP Journeyman and Master certifications are under development.

Adjudicator certification is being developed under the SPēD umbrella. There will be 2 levels; Adjudicator Level 1 will be considered the “Full Performance” level, and is similar to SPēD Level 2. Adjudicator Level 2 will be considered the “Supervisory and Management” level, and is similar to SPēD Level 3.



Program Implementation Schedule

- **FY06:** Establish Career Development Office
Establish Certification System of Record
- **FY07:** Level 1 Courseware (3rd Qtr)
- **FY08:** Level 2 Courseware (3rd Qtr)
- **FY09:** Level 3 Blended Learning (3rd Qtr)

SPeD is on schedule, and on budget. As courseware is developed, it is being incorporated into the SPeD model.

An aggressive, yet attainable schedule is in effect. Barring unforeseen budget constraints, full implementation of all 3 levels of SPeD training and certification should be complete during the Summer of 2009.



Other Items of Interest

- “Supervisor in the Loop” concept
 - Work Experience Questionnaire (WEQ)
 - Supports IDP development
- Supervisor’s Guide
- User’s Guide
- Model accommodates training or certification
- Career development pathway
 - Management directed
 - Self-initiated
 - Other recommended professional development courses

The SPeD program will provide courseware, mentors, and instructors to foster growth, proficiency, and excellence for every participant. It also provides for supervisor involvement by determining what skills the applicant needs to perform at levels commensurate with their position. The supervisor will also find the SPeD program an ideal guide when developing employee Individual Development Plans (IDP).

The SPeD Catalog will contain a User’s Guide and Supervisor’s Guide to assist in planning career growth strategies.

It is recognized that some individuals will pursue certification; others will be more interested in obtaining training—either way, SPeD accommodates the need as defined by individuals or supervisors.

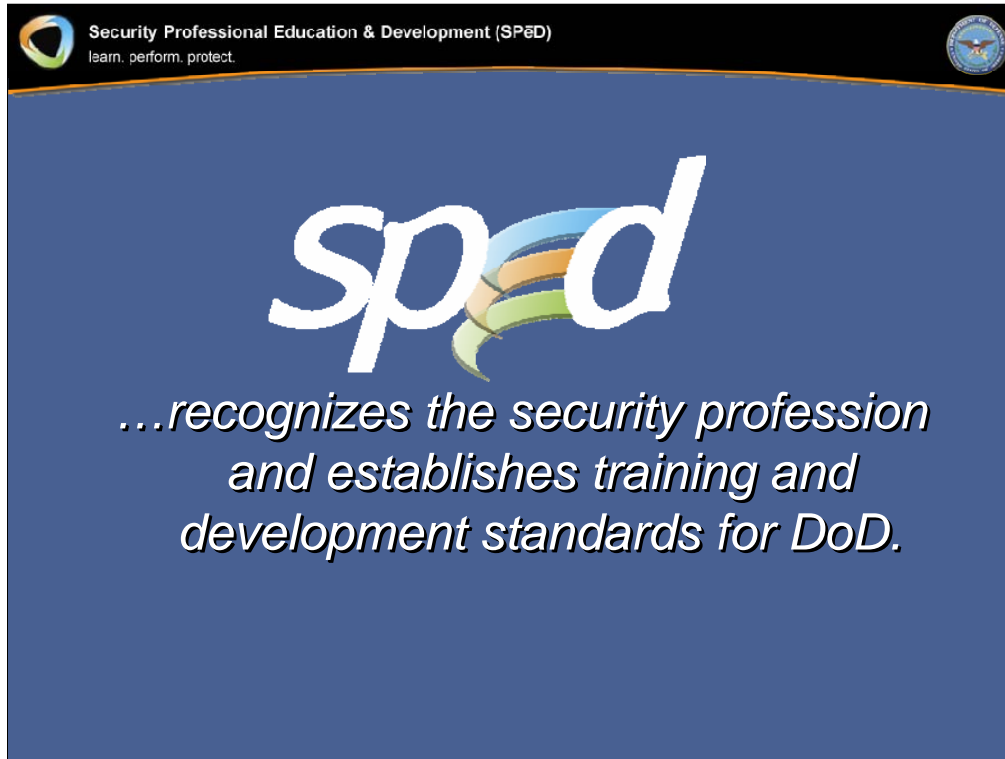
Training for some skills, e.g., COR, budget, etc., may be desirable for professional development, but not available under SPeD. Links will be provided to all such training sources that are known.




Other Items of Interest

- **SPeD Marketing Campaign Underway**
 - Web site under development
 - Kick-off video from OUSD (CI&S), Director of Security
 - Community awareness briefings ongoing
 - Visit www.dss.mil for latest SPeD news
- SPeD mailbox available now: sped@dss.mil
 - Get answers to all of your SPeD questions


The SPeD program is undergoing rapid growth. Many elements have already begun to emerge, and SPeD's presence is being felt. A partial list of ongoing items is summarized above.



Just as a Warfighter must continuously train and exercise and develop his and her combat skills and capability, so must we all continue to develop professionally. We need to stay polished and capable, and our new threats require heightened and increased security at all levels.

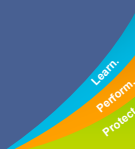


Security Professional Education & Development (SPeD)
learn. perform. protect.

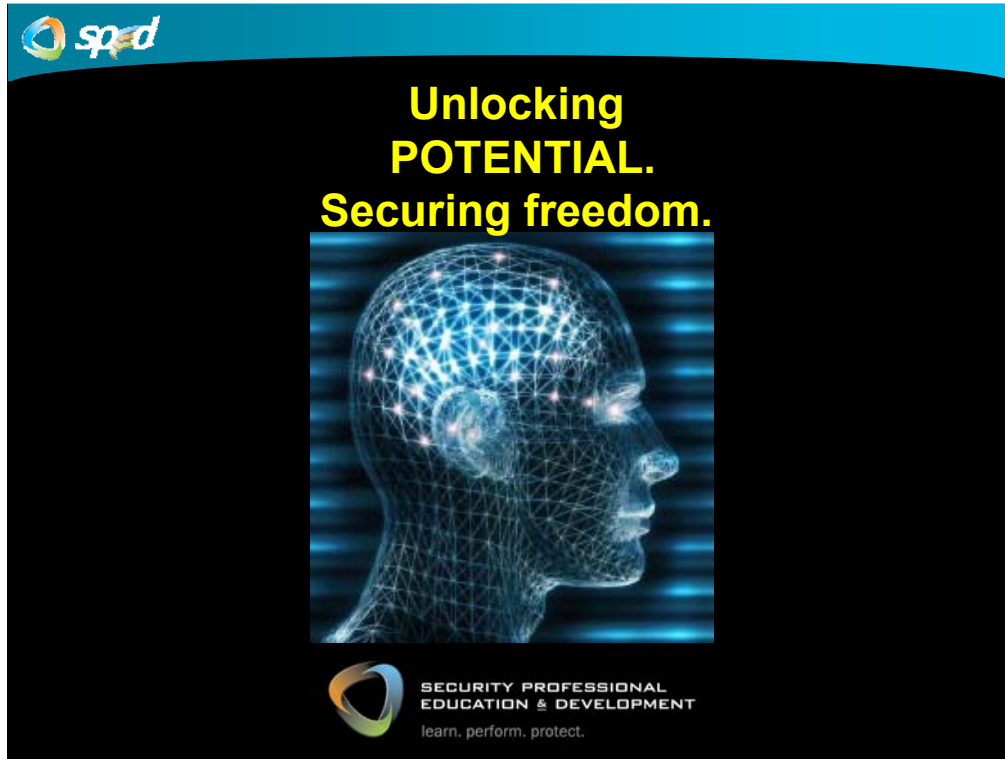


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Contact any of the above listed individuals, or send your e-mail to sped@dss.mil.



SPED will provide a career path for DoD security professionals to increase their knowledge and skill in the areas in which they protect people, information, facilities, operations, and activities. The initiative will provide courseware, mentors, instructors, and certification to foster growth, proficiency, and excellence for every participant.